

Retention Department

SGT Joseph Patterson, Enlisted Liaison Operational Forces Interface Group, AN ARMY OF ONE® in the United States Army



AN ARMY OF ONE



Even though there are
1,045,650 soldiers
just like me, I am my
own force. With
technology, with
training, with support.
I AM AN ARMY OF ONE
Who I am has become
better than who I was.
And I'll be the first
to tell you, the might of
the U.S. Army doesn't
lie in numbers.
I AM AN ARMY OF ONE, AND YOU CAN SEE MY STRENGTH.
It lies in me.

What you see is a Soldier system that gives me 360° vision in pitch black. Makes me invisible to the naked eye. Lets me walk up a mountainside.

First Run of 2000. Photo by Bob Schmitt. All rights reserved. © 2000 U.S. Army.

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Agenda

➡ **Department Staff**

▮ **Mission**

▮ **School House Updates**

▮ **Schedule**

▮ **Proponent**



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Department Staff

**Department
SGM Helms**

**Chief Instructor
*MSG Rivera**

**Active
Component**

Training

**Instructor
SFC Gish**

**Instructor
SFC McKinney**

**Instructor
SFC Conner**

**Instructor
SFC Thompson**

**Instructor
SFC Ramirez**

Development

**Developer
MSG Lanegan**

**MRTT Developer
*SFC Goodwin**

**New Instructor
SFC Theriot Jan
06**

**Reserve
Component**

Train / Develop

**Senior
Spec Writer
(RA)**

**Personnel
Proponency**

MOS 79S

**Sr Career Mgt
*SFC Evans**



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Department Mission

The primary mission of the Retention Department, Recruiting and Retention School is to produce new Career Counselors capable of meeting the high standard the Army has come to expect from our MOS.

To accomplish this mission we are committed to:

- **Being responsive and oriented to the ever-changing operating environment as the Army continues its transformation**
- **Providing realistic training that equips selected Army noncommissioned officers with the specialized skills and knowledge to function independently as Career Counselors, able to retain highly qualified Warriors**



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Updates

- ➡ **Schoolhouse Fully Accredited (TRADOC)**
- ➡ **Critical Task Site Selection Board**
- ▢ **Updated Website**
- ▢ **Computer Lab**
- ▢ **More Classrooms**
- ▢ **Center for Army Lessons Learned (CALL)**
- ▢ **4R With CCC and ANCOC**
- ▢ **Appendix C and 4591-R**



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Resident Courses

Career Counselor Course

06-001: 12 Oct - 14 Dec 05

06-002: 30 Jan – 30 Mar 06

06-003: 26 Jun – 24 Aug 06

Phase II ANCOC

06-001/002: 22 May – 16 Jun 06

06-003/004: 6 Sep – 29 Sep 06

RC Transition Course

06-001: 5 Jan – 20 Jan 06

06-002: 24 Apr – 5 May 06



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Career Counselor Course

■ **Academic Hurdles**

- ✓ **Confirm a Soldier's BASD, PEBD, DIEMS and ETS
(25 cases: 15 PE, 5 timed PE, 5 exam)**
- ✓ **Determine a Soldier's Reenlistment Eligibility,
Options and Bonuses (24 cases: 14 PE, 5 timed PE, 5
exam)**
- ✓ **Process a Retention Option
(21 cases: 13 PE, 4 timed PE, 4 exam)**
- ✓ **Process Service Remaining Requirements
(19 cases: 11 PE, 4 timed PE, 4 exam)**



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Career Counselor *Course*

➡ **Performance Hurdles**

- ✓ **APFT (Diagnostic-after 10 days, Record after 3 weeks, retest 10 days after failing Record if necessary)**
- ✓ **Present Battalion Level Retention Training (10-minute presentation PE, 30 presentation)**
- ✓ **Conduct Battalion Level Retention Briefings**
- ✓ **Conduct a Retention Counseling Session/Career Counselor Evaluation (24cases: 6 Professional Development PE, 6 Career Development PE, 12 Sustainment PE)
1 Sustainment for exam**



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Course Changes

➡ **Basic Career Counselor Course**

- ✓ **Phase 1 (PMOS 79S) and Phase 2 (ASI 4R)- students loaded in ATRRS for both to attend**
- ✓ **Individual laptops**
- ✓ **Lessons Learned (PMOS 79S) OEF/OIF**
- ✓ **Navigate RETAIN (live RETAIN-8 hours)**

➡ **RC Transition NCO Course**

- ✓ **Conduct a Pre-Separation Briefing**
- ✓ **Conduct a Transition Counseling Session**
- ✓ **Timed PE**





Career Counselor Course Attrition

Clas s	Student s	Admin Losses	Academic Losses	Attrition %
04- 01	32	1	4	15.63%
04- 02	32	0	5	17.85%
04- 03	32	2	1	9.38%
05- 01	32	0	2	6.25%
05- 02	32	1	0	3.13%
05- 03	42	1	11	28.57%



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Proponent Issues

■ **Integrate Retention into Army Doctrine**

- ✓ **FM 1-0 (Scheduled to be published Nov 05)**
- ✓ **MRTT on ERB/ORB**

■ **79S Staffing Issues**

- ✓ **Redistribute Career Counselor Positions to Support Warfighters**
- ✓ **Goal-Career Counselors Staffed at TO&E Battalion Level**
- ✓ **Priority at Brigade Level**



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